

131 M Street, N. E., Suite 4NW02F Washington, D. C. 20507 Intake Information Group: (800) 669-4000

Intake Information Group TTY: (800) 669-6820 Washington Direct Dial: (202) 419-0713

FAX (202) 419-0740 Website: www.eeoc.gov

Charge Number: 570-2018-01036

Ms. Linda Bradley

Charging Party

Capital One Financial Corporation 1680 Capital One Drive McLean, VA 22102 Respondent

DETERMINATION

Under the authority vested in me by the Commission's Procedural Regulations, I issue the following determination as to the merits of the subject charge. All requirements for coverage have been met.

Charging Party filed a charge of discrimination alleging that Respondent violated the Age Discrimination in Employment Act (ADEA), as amended, when it advertised on Facebook for a position with its company and used language which limited the age of individuals who could apply.

Respondent denies that it violated the ADEA.

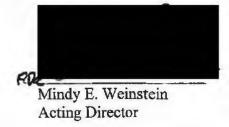
Evidence gathered during the investigation established that between March 2017 and November 2017, Respondent advertised on Facebook, with national exposure, and when doing so it used language to limit the age of individuals who were able to view the advertisement.

Based upon the foregoing find reasonable cause to believe that Respondent violated the ADEA by advertising on a social media platform and limiting the audience for their advertisement to younger applicants.

Upon finding that a violation has occurred, the Commission attempts to eliminate the alleged unlawful practices by informal methods of conciliation. Therefore, the Commission now invites the parties to join with it in reaching a just resolution of the matter.

You are reminded that Federal law prohibits retaliation against persons who have exercised their right to inquire or complain about matters they believe may violate the law. Discrimination against persons who have cooperated in Commission investigations is also prohibited. These protections apply regardless of the Commission's determination on the merits of the charge.

JUL 0 5 2019



cc: Peter Romer Friedman, Charging Party's Representative
Outten & Golden
601 Massachusetts Avenue, NW Second Floor West Suite
Washington, DC 20001

cc: Jason C. Schwartz, Respondent's Representative Gibson, Dunn & Crutcher, LLP 1050 Connecticut Avenue, N.W. Washington, DC20036-5306



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Charge Number: 570-2018-02351

Ms. Linda Bradley

Charging Party

Drive Time Automotive Group, Inc. 1720 West Rio Salado Parkway Tempe, AZ 85281 Respondent

DETERMINATION

Under the authority vested in me by the Commission's Procedural Regulations, I issue the following determination as to the merits of the subject charge. All requirements for coverage have been met.

Charging Party filed a charge of discrimination alleging that Respondent violated the Age Discrimination in Employment Act (ADEA), as amended, when it advertised on Facebook for a position with its company and used language which limited the age of individuals who could apply.

Respondent denies that it violated the ADEA.

Evidence gathered during the investigation established that between on or about December 8, 2017 and on or about January 13, 2018, Respondent advertised on Facebook, with national exposure, and when doing so it used language to limit the age of individuals who were able to view the advertisement.

Based upon the oregoing, I find reasonable cause to believe that Respondent violated the ADEA by advertising on a social media platform and limiting the audience for their advertisement to younger applicants.

Upon finding that a violation has occurred, the Commission attempts to eliminate the alleged unlawful practices by informal methods of conciliation. Therefore, the Commission now invites the parties to join with it in reaching a just resolution of the matter.

You are reminded that Federal law prohibits retaliation against persons who have exercised their right to inquire or complain about matters they believe may violate the law. Discrimination against persons who have cooperated in Commission investigations is also prohibited. These protections apply regardless of the Commission's determination on the merits of the charge.

JUL 05 2019

Date

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Mindy E. Weinstein Acting Director

cc: Peter Romer Friedman, Charging Party's Representative
Outten & Golden
601 Massachusetts Avenue, NW Second Floor West Suite
Washington, DC 20001

cc: Kevin M. Kraham, Respondent's Representative Littler Mendelson, PC 815 Connecticut Avenue, NW Suite 400 Washington, DC 20006-4046



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Charge Number: 570-2018-02352

Ms. Linda Bradley

Charging Party

Edward D. Jones & Co., L.P. 12555 Manchester Road Saint Louis, MO 63131

Respondent

DETERMINATION

Under the authority vested in me by the Commission's Procedural Regulations, I issue the following determination as to the merits of the subject charge. All requirements for coverage have been met.

Charging Party filed a charge of discrimination alleging that Respondent violated the Age Discrimination in Employment Act (ADEA), as amended, when it advertised on Facebook for a position with its company and used language which limited the age of individuals who could apply.

Respondent denies that it violated the ADEA.

Evidence gathered during the investigation established that between in or about July 2017 and in or about May 2018, Respondent advertised on Facebook, with national exposure, and when doing so it used language to limit the age of individuals who were able to view the advertisement.

Based upon the foregoing, I find reasonable cause to believe that Respondent violated the ADEA by advertising on a social media platform and limiting the audience for their advertisement to younger applicants.

Upon finding that a violation has occurred, the Commission attempts to eliminate the alleged unlawful practices by informal methods of conciliation. Therefore, the Commission now invites the parties to join with it in reaching a just resolution of the matter.

You are reminded that Federal law prohibits retaliation against persons who have exercised their right to inquire or complain about matters they believe may violate the law. Discrimination against persons who have cooperated in Commission investigations is also prohibited. These protections apply regardless of the Commission's determination on the merits of the charge.

JUL 05 2019

Date

Mindy E. Weinstein Acting Director

cc: Peter Romer Friedman, Charging Party's Representative
Outten & Golden
601 Massachusetts Aver ue, NW Second Floor West Suite
Washington, DC 20001

Gibson, Dunn & Crutcher, LLP
1050 Connecticut Avenue, N.W.
Washington, DC2003 5-5306



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Charge Number: 570-2018-01060

Ms. Linda Bradley

Charging Party

Enterprise Holdings, Inc. 600 Corporate Park Drive Saint Louis, MO 63105

Respondent

DETERMINATION

Under the authority vested in me by the Commission's Procedural Regulations, I issue the following determination as to the merits of the subject charge. All requirements for coverage have been met.

Charging Party filed a charge of discrimination alleging that Respondent violated the Age Discrimination in Employment Act (ADEA), as amended, when it advertised on Facebook for a position with its company and used language which limited the age of individuals who could apply.

Respondent denies that it violated the ADEA.

Evidence gathered during the investigation established that between March 2017 and January 2018, Respondent advertised on Facebook, with national exposure, and when doing so it used language to limit the age of individuals who were able to view the advertisement.

Based upon the foregoing, I find reasonable cause to believe that Respondent violated the ADEA by advertising on a social media platform and limiting the audience for their advertisement to younger applicants.

Upon finding that a violation has occurred, the Commission attempts to eliminate the alleged unlawful practices by informal methods of conciliation. Therefore, the Commission now invites the parties to join with it in reaching a just resolution of the matter.

You are reminded that Federal law prohibits retaliation against persons who have exercised their right to inquire or complain about matters they believe may violate the law. Discrimination against persons who have cooperated in Commission investigations is also prohibited. These protections apply regardless of the Commission's determination on the merits of the charge.

Mindy E. Weinstein

Acting Director

cc: Peter Romer Friedman, Charging Party's Representative

Outten & Golden

601 Massachusetts Avenue, NW Second Floor West Suite

Washington, DC 20001

cc: William B. Jones, Respondent's Representative

Enterprise Holdings - Corporate Headquarters

600 Corporate Park Drive Saint Louis, MO 63105



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Washington Direct Dial: (202) 419-0713 FAX (202) 419-0740 Website: www.ecoc.gov

Charge Number: 570-2018-03517

Ms. Linda Bradley

Charging Party

Nebraska Furniture Mart, Inc. 808 S 74th Plaza Omaha, NE 68114 Respondent

DETERMINATION

Under the authority vested in me by the Commission's Procedural Regulations, I issue the following determination as to the merits of the subject charge. All requirements for coverage have been met.

Charging Party filed a charge of discrimination alleging that Respondent violated Title VII of the Civil Rights Act (Title VII), as amended, on the basis of sex (female) and the Age Discrimination in Employment Act (ADEA), as amended, when it advertised on Facebook for a position with its company and used language which limited the sex and age of individuals who could apply.

Respondent denies that it violated Title VII and the ADEA.

Evidence gathered during the investigation established that between June 2017 and December 2017, Respondent advertised on Facebook, with national exposure, and when doing so it used language to limit the sex and age of individuals who were able to view the advertisement.

Based upon the foregoing, I find reasonable cause to believe that Respondent violated Title VII and the ADEA by advertising on a social media platform and limiting the audience for their advertisement to male and younger applicants.

Upon finding that a violation has occurred, the Commission attempts to eliminate the alleged unlawful practices by informal methods of conciliation. Therefore, the Commission now invites the parties to join with it in reaching a just resolution of the matter.

You are reminded that Federal law prohibits retaliation against persons who have exercised their right to inquire or complain about matters they believe may violate the law. Discrimination against persons who have cooperated in Commission investigations is also prohibited. These protections apply regardless of the Commission's determination on the merits of the charge.

JUL 0 5 2019

Mindy E. Weinstein
Acting Director

cc: Peter Romer Friedman, Charging Party's Representative
Outten & Golden
601 Massachusetts Avenue, NW Second Floor West Suite

Washington, DC 20001

ce: Anthony J. Romano, Respondent's Representative
Littler Mendelson, P.C.
1201 Walnut
Suite 1450

Kansas City, MO 64106



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> FAX (202) 419-0740 Website: www.eeoc.gov

Charge Number: 570-2018-03520

Ms. Linda Bradley

Charging Party

Renewal by Andersen, LLC 100 4th Avenue N
Bayport, MN 55003

Respondent

DETERMINATION

Under the authority vested in me by the Commission's Procedural Regulations, I issue the following determination as to the merits of the subject charge. All requirements for coverage have been met.

Charging Party filed a charge of discrimination alleging that Respondent violated Title VII of the Civil Rights Act (Title VII), as amended, on the basis of sex (female) and the Age Discrimination in Employment Act (ADEA), as amended, when it advertised on Facebook for a position with its company and used language which limited the sex and age of individuals who could apply.

Respondent denies that it violated Title VII and the ADEA.

Evidence gathered during the investigation established that between September 2017 and January 2018, Respondent advertised on Facebook, with national exposure, and when doing so it used language to limit the sex and age of individuals who were able to view the advertisement.

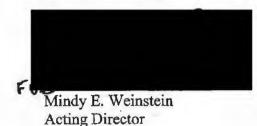
Based upon the foregoing, I find reasonable cause to believe that Respondent violated Title VII and the ADEA by advertising on a social media platform and limiting the audience for their advertisement to male and younger applicants.

Upon finding that a violation has occurred, the Commission attempts to eliminate the alleged unlawful practices by informal methods of conciliation. Therefore, the Commission now invites the parties to join with it in reaching a just resolution of the matter.

You are reminded that Federal law prohibits retaliation against persons who have exercised their right to inquire or complain about matters they believe may violate the law. Discrimination against persons who have cooperated in Commission investigations is also prohibited. These protections apply regardless of the Commission's determination on the merits of the charge.

JUL 0 5 2019

Date



cc: Peter Romer Friedman, Charging Party's Representative

Outten & Golden

601 Massachusetts Avenue, NW Second Floor West Suite

Washington, DC 20001

cc: Sarah Bryan Fask, Respondent's Representative

Littler Mendelson, P.C.

1600 Cherry Street

Suite 1400

Philadelphia, PA 19102



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Charge Number: 570-2018-03524

Ms. Linda Bradley

Mis. Emal Druge

Sandhills Publishing Company 120 W. Harvest Drive Lincoln, Nebraska 68521 Charging Party



DETERMINATION

Under the authority vested in me by the Commission's Procedural Regulations, I issue the following determination as to the merits of the subject charge. All requirements for coverage have been met.

Charging Party filed a charge of discrimination alleging that Respondent violated Title VII of the Civil Rights Act (Title VII), as amended, on the basis of sex (female) and the Age Discrimination in Employment Act (ADEA), as amended, when it advertised on Facebook for a position with its company and used language which limited the sex and age of individuals who could apply.

Respondent denies that it violated Title VII and the ADEA.

Evidence gathered during the investigation established that between January 2, 2018 and May 30, 2018 Respondent advertised on Facebook, with national exposure, and when doing so it used language to limit the sex and age of individuals who were able to view the advertisement.

Based upon the foregoing, I find reasonable cause to believe that Respondent violated Title VII and the ADEA by advertising on a social media platform and limiting the audience for their advertisement to male and younger applicants.

Upon finding that a violation has occurred, the Commission attempts to eliminate the alleged unlawful practices by informal methods of conciliation. Therefore, the Commission now invites the parties to join with it in reaching a just resolution of the matter.

You are reminded that Federal law prohibits retaliation against persons who have exercised their right to inquire or complain about matters they believe may violate the law. Discrimination against persons who have cooperated in Commission investigations is also prohibited. These protections apply regardless of the Commission's determination on the merits of the charge.

JUL 9 3 2019

Date

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Mindy E. Weinstein

Acting Director

cc: Peter Romer Friedman, Charging Party's Representative

Outten & Golden

601 Massachusetts Avenue, NW Second Floor West Suite

Washington, DC 20001

cc: Alex Essay, Respondent's Representative

Sandhills Publishing Company

120 W. Harvest Dr. Lincoln, NE 68521